



**THE RELATIONSHIP
HUMAN RESOURCE MANAGEMENT PRACTICES
AND EMPLOYEE'S PERFORMANCE**

**DINA SYAMIMI BINTI AZLANG
2015249242**

**BACHELOR OF BUSINESS ADMINISTRATION
WITH (HONOURS) HUMAN RESOURCE
FACULTY BUSINESS MANAGEMENT
UNIVERSITY TECHNOLOGY MARA
MALACCA CITY CAMPUS**

JULY 2017

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION WITH (HONOURS) HUMAN RESOURCE FACULTY BUSINESS MANAGEMENT UNIVERSITY TECHNOLOGY MARA MALACCA CITY CAMPUS

“DECLARATION OF ORIGINAL WORK”

I, Dina Syamimi Binti Azlang, (I/C Number: 940115-01-6564)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: _____

TABLE OF CONTENTS

DECLARATION OF ORIGINAL WORK.....	i
LETTER OF SUBMISSION	ii
ACKNOWLEDGEMENT	iii
LIST OF FIGURES	vii
LIST OF TABLES	viii
ABSTRACT.....	ix
CHAPTER 1	1
INTRODUCTION	1
1.0 Introduction	1
1.1 Background of Study	2
1.2 Problem Statement	4
1.3 Research Question	5
1.4 Research Objectives	6
1.5 Definition of Terms	6
1.5.1 Training:.....	6
1.5.2 Compensation:.....	6
1.5.3 Performance appraisal:	6
1.5.4 Employee Performance:	7
1.5.5 Human Resource Management Practices:	7
1.6 Scope of Study.....	7
1.7 Significance of Study	7
1.8 Limitation of study	8
1.9 Conclusion.....	8
CHAPTER 2.....	9
LITERATURE REVIEW	9
2.0 Introduction	9
2.1 Training.....	10
2.2 Compensation.....	11

2.3	Performance Appraisal	12
2.4	Employee Performance	13
2.5	Human Resource Management practices.....	14
2.6	Theoretical Framework.....	15
2.7	Conclusion.....	15
CHAPTER 3.....		16
METHODOLOGY.....		16
3.0	Introduction	16
3.1	Research Design	16
3.2	Population and Sampling.....	17
3.3	Data Collection.....	17
3.4	Measurement.....	18
3.5	Data Analysis	19
3.5.1	Frequency Analysis	19
3.5.2	Descriptive Analysis.....	19
3.5.3	Pearson Correlation	20
3.5.4	Reliability Test	21
3.6	Conclusion.....	21
CHAPTER 4.....		22
RESULT AND FINDINGS.....		22
4.0	Introduction	22
4.1	Summary of Questionnaire.....	22
4.2	Frequency Analysis	22
4.2.1	Analysis of Respondents based on Gender	23
4.2.2	Analysis of Respondents Based on Age	23
4.2.3	Analysis of respondents based on Years of Services	24
4.2.4	Analysis of respondents based on Education Level	25
4.3	Descriptive Analysis.....	25
4.4	Reliability Analysis	26
4.6	Regression Analysis	29
4.7	Conclusion.....	30
CHAPTER 5.....		31

ABSTRACT

I am conducting a research study titled “The Relationship Human Resource Management Practices and Employee’s Performance” at Permodalan Nasional Berhad, Kuala Lumpur. Human Resource Management Practices is very important for the performance of the employees. Thus, it is also very important for the organization too. The purpose of this research is to investigate the relationship between Human Resource Management Practices and employee performance. There are three independent variables and one dependent variable in this study which are training, compensation and performance appraisal as independent variable, IV while employee performance as dependent variable, DV. I would study the relationship between each independent variables and dependent variable that is based on the result from the questionnaire that I would distribute to the 50 staff of Permodalan Nasional Berhad and analyse the results by using SPSS software.

KEYWORDS: *Compensation, Performance Appraisal, Training, Employee Performance*